



The City Of
Scottsdale,
Arizona

Is Recruiting
The City's First
Downtown Director





THE COMMUNITY

Scottsdale, Arizona, is renowned as one of the most livable cities in the country and recognized nationally as one of the foremost communities in which to live, work, and raise a family. It is also a community of remarkable contrasts. Famous as a desert resort destination, it also is a working city that draws employees from around the Phoenix metro area and is home to several major corporate headquarters. It combines a casual Southwestern style with a sophisticated arts community.

Scottsdale remained a small town from its founding in 1888 until it was incorporated as a city in 1951. Like much of the Phoenix metropolitan area, it has seen periods of intense growth during the post-World War II years. In the 1990s, Scottsdale embarked on an ambitious program to set aside a third of the City – nearly 60 of the City's 184.5 square miles, as untouched desert open space.

Growth and preservation have brought the City to an historic transition point: available land for the type of large-scale, planned community development that has characterized development since the 1970s is nearly gone. Growth will slow, and more attention will shift to high quality infill and revitalization projects that are compatible with adjacent neighborhoods.

The City's ability to manage its growth, build a sustainable economy, maintain its mature

areas, and fund desert preservation stems from a tradition of citizen involvement and long-range planning in city government and the community. Scottsdale's "visioning" programs date from the early 1960s and produced Arizona's first general plan.

Scottsdale's integrated strengths in community involvement, economic development, quality of life, and overall citizen satisfaction are just some of the reasons that the City is regularly cited in surveys and competitions as an outstanding place to live, raise a family, and start a business. To learn more about the City of Scottsdale, visit their website at www.scottsdaleaz.gov.

CITY GOVERNMENT

Scottsdale City government is a full-service Charter municipality that operates under the council/manager form of government. The Mayor and six Council members comprise the elected leadership, and are responsible for appointing six Charter Officers, the City Attorney, City Auditor, City Clerk, City Judge, City Manager, and City Treasurer. The City Council also appoints citizen volunteers to participate on over two dozen advisory boards and commissions.


The City of Scottsdale is a "values-driven" organization, with over 2,200 employees who take pride in public service. In addition to the core values, which characterize the

"Scottsdale way of doing things," the City is focusing on seven broad goals established by the City Council and updated in the fall of 2002. The goals reflect the priorities of the City Council, shape the budget, and drive departmental strategic planning. Briefly stated, the goals are:

- To enhance and protect a diverse, family-oriented community where neighborhoods are safe, protected from adverse impacts, and well maintained
- To preserve the character and environment of Scottsdale
- To provide for the safe, efficient and affordable movement of people and goods
- To position Scottsdale for short- and long-term economic prosperity by stabilizing, promoting, strengthening, stimulating, expanding and diversifying our economic resources
- To ensure Scottsdale is fiscally responsible and fair in its management of taxpayer money and city assets, and coordinates land use and infrastructure planning within the context of financial demands and available resources
- To make government accessible, responsive and accountable so that pragmatic decisions reflect community input and expectations

The City of Scottsdale is widely recognized as an outstanding





organization, with a rich tradition of innovation and excellence in public services. Citizen satisfaction with City services has ranged from 94 – 98% in annual random surveys the past five years.

THE POSITION

The Downtown Director will report directly to the Deputy City Manager – Community Development and lead the implementation of a comprehensive cross department effort to preserve and enhance the City’s vibrant 700-acre downtown area. High priority initiatives include projects to enhance tourism, economic vitality, transportation, parking and infrastructure, and Scottsdale’s unique “quality of life.”

POSITION PRIORITIES

Several areas have been identified as priorities for the successful candidate including:

PROJECT OWNERSHIP

The City is currently engaged in several significant high profile downtown projects involving commercial properties, businesses, and residents. These projects are key elements of the City’s downtown strategic plan, and involves parking, infrastructure, planning, transportation, and economic vitality. The successful candidate will play a critical role in these and future projects to assure strategic success. Specific projects include:

- Waterfront Redevelopment Project
- Loloma Redevelopment Project
- Loloma Museum
- Downtown Parking Improvements
- Arizona Canal at Scottsdale – Bank Project
- Enhanced Municipal Services District Project
- Downtown Streetscape Improvements

COLLABORATION

Downtown development success can only be achieved with the collaboration of several entities engaging in frequent discussion and dialogue. This position serves as the primary point of contact to pull together and oversee the coordination and timely completion of all projects related to downtown. The Downtown Director will be expected to maintain and enhance the successful implementation of ongoing efforts with key developers, architects, project managers, business owners, and citizen groups.

COMMUNITY AND COUNCIL SUPPORT

A critical function of this position is to provide leadership in communicating strategic goals and progress of projects to a variety of constituents that include city council members, citizen committees, the business community, and the general public.

IDEAL CANDIDATE

The ideal candidate will be a “can do” manager with excellent collaboration, communication, team building, and project management skills. Proven experience managing complex and successful public projects in a mature downtown is critical. A bachelor’s degree in a relevant field is required; an advanced degree is desirable. In addition, candidates should have a proven track record of innovation/creativity, and building strong relationships with elected officials, City staff, the community, and regional agencies.

COMPETENCIES AND PERSONAL CHARACTERISTICS

- A passion for the downtown area and an excitement in bringing closure to critical downtown enhancement projects.
- Strong leadership, interpersonal and advocacy skills.
- Capable of resolving conflicts in an equitable, responsive yet decisive manner.
- Strong team building skills.
- Effectively communicate and sell ideas.
- Comfortable with position that has very broad parameters of responsibility and requires a keen sense of judgment.
- Strong leadership, courage.
- A track record of successful accomplishments at a high level in overseeing major downtown projects, negotiating contracts, and managing budgets.



- Demonstrated capabilities in managing projects involving multiple disciplines and functions.
- Works collaboratively with stake holder departments in accomplishing their goals; able to balance conflicting needs and demands.
- Solid working knowledge of downtown planning issues, transportation issues, land use and air quality issues.
- Decisive once input has been received and viewpoints are known.
- Willing to take risks and attempt innovative approaches to issues.
- At ease serving as a consultant to executive management team.
- Skilled creative problem solver.
- Politically astute, yet not political.
- Able to carefully evaluate a projects success and effectiveness.
- Able to thrive in a fast-paced work environment.
- An appreciation of, and sensitivity to, the City's rich multi-cultural, diverse environment.
- High degree of personal and professional ethics.

COMPENSATION AND BENEFITS

Salary will be highly competitive and negotiable. The City provides an attractive compensation and benefits package including:

- Voluntary ICMA Deferred Compensation
- Retirement (Arizona State Retirement System)
- 15 Days of vacation annually
- 9 Holidays plus 1 floating holiday annually
- 12 Days of medical leave annually
- City paid Life Insurance
- Health Insurance (choice of 5 plans)
- Dental Care (choice of 2 plans)
- Long Term Disability

APPLICATION AND SELECTION PROCESS

For additional information regarding this opportunity please contact address below. To apply, please submit a cover letter with current salary, resume, and list of three work-related references to:



A DIVISION OF
CPS Human Resource Services
FOR PUBLIC AGENCIES

John Shannon
Shannon Executive Search
241 Lathrop Way
Sacramento, CA 95815
(916) 263-1401, Fax (916)
561-7205

Email: resumes@cps.ca.gov
Website: www.cps.ca.gov/shannon

THIS POSITION IS OPEN UNTIL FILLED.

Resumes will periodically be screened in relation to the criteria outlined in this brochure. Candidates with relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed qualified will be reported to the City. A final interview process will then be scheduled for selected candidates.

The City of Scottsdale is an Equal Opportunity Employer and Values Diversity at all levels of its workforce!